

**KBVO, KBVO-CD, KHPF-CA,  
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN  
EEO PUBLIC FILE REPORT  
March 26, 2020 - March 31, 2021**

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
State Government/Political News Reporter	1-12, 14-29	8
Senior Account Executive	1-7, 9-12, 14-29	2
Senior Account Executive	1-7, 9-12, 14-29	26
Weekend News Anchor & General Assignment Reporter	1-7, 9-12, 14-29	19
Promotion Producer	1-12, 14-29	10
Reporter/MMJ	1-7, 9-12, 14-29	19
Senior Account Executive	1-7, 9-12, 14-29	2
Integrated Digital Specialist	1-7, 13-29	13
Sales Enablement Project Manager	1-7, 9-12, 14-29	2
Digital Content Producer	1-29	13
Reporter/MMJ	1-7, 9-12, 14-29	27
Promotion Producer	1-7, 9-12, 14-29	27
Editor/Photographer	1-29	10
Studio Technician	1-7, 9-29	12
Creative Services Director	1-7, 9-29	19
Senior Account Executive	1-7, 9-12, 14-29	19
Meteorologist	1-7, 9-12, 14-29	19
Meteorologist	1-7, 9-12, 14-29	19
News Producer	1-7, 9-12, 14-29	19
Executive News Producer	1-7, 9-12, 14-29	27

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Email : <a href="mailto:info@awmaustin.org">info@awmaustin.org</a> Beth Bobbit	N	4
3	Austin Area Urban League 8011A Cameron Rd Bldg A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Fax : 1-512-478-1239 Darnise Jones	N	0
4	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : <a href="mailto:afs@austinfilm.org">afs@austinfilm.org</a> Rebecca Campbell	N	0
5	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
6	Austin School of Film 2200 Tillery Street Austin, Texas 78703 Phone : 512-236-8877 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0

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7	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : <a href="mailto:joyce.sinclair@concordia.edu">joyce.sinclair@concordia.edu</a> Joyce Sinclaire	N	0
8	Employee Referral	N	5
9	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : <a href="http://www.cdg.htu.edu">http://www.cdg.htu.edu</a> Fax : 1-512-505-3142 Paul Livingston	N	0
10	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : .800-475-4361 Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	19
11	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : <a href="http://ire.org">ire.org</a> Email : <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a> Mark Horvit	N	0
12	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : <a href="mailto:rachel.steading@kxan.com">rachel.steading@kxan.com</a> Rachel Steading	N	6
13	Linked In	N	6

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14	Media Post Publications 1140 Broadway 4th Floor New York, New York 10001 Phone : 212-204-2000 Url : <a href="http://www.mediapost.com">http://www.mediapost.com</a> Fax : 1-212-204-2038 Kenneth Fadner	N	0
15	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
16	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Fax : 1-301-314-1714 Daryl Matthews	N	0
17	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-772-7144 Job Bank	N	0
18	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : <a href="http://www.nsnaustin.org">http://www.nsnaustin.org</a> Email : <a href="mailto:connect@nsnaustin.org">connect@nsnaustin.org</a> Antoine Johnson	N	0

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19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	31
20	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:mclappe@sbe.org">mclappe@sbe.org</a> John Poray	N	0
21	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southestern.edu">http://www.southestern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0
22	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Fax : 1-512-448-8549 Barbara Henderson	N	0
23	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Fax : 1-512-322-0522 Anna Romero	N	6
24	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Fax : 1-512-245-3993 Karen Julian	N	0

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25	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Fax : 1-512-223-5463 Allen Miller	N	3
26	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Email : <a href="mailto:hirealonghorn@austin.utexas.edu">hirealonghorn@austin.utexas.edu</a> Matt Berndt	N	2
27	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	27
28	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-472-6267 Email : <a href="mailto:info@uwatx.org">info@uwatx.org</a> Janet Arnold	N	0
29	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING</b>			<b>109</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participant</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of training programs for station personnel	The SEU has an established training program designed to allow employees to gain knowledge and skills that could enable them to qualify for higher level positions. There were fourteen (14) participants during the instant reporting term.	14	General Manager HR Business Administrator Assignments Manager Local Sales Manager
2	Ongoing Event	Establishment of a mentoring program	Members of the SEU participate in a corporate mentoring program. The Nexstar Mentoring Program connects seasoned leaders (mentors) who have specific skills and knowledge with other staff members (mentees) who want to develop their own skills and expertise and grow with the company.	2	Director of Sales Investigative Reporter
3	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	4	General Manager HR Business Administrator Director of Sales News Director
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, investigations, sports and weather.</p> <p>The SEU hosted four interns from the University of Texas, two from Texas State University, one from Mississippi State University, one from Texas A&amp;M University, and one from St. Edwards University during the 2020 Spring Semester; two interns from the University of Texas, one from Texas State University, and one St. Edwards University during the 2020 Fall Semester, and two interns from the University of Texas, one from Texas A&amp;M University, and one from St. Edward's University during the 2021 Spring Semester.</p>	8	General Manager Director of Investigations and Innovation Assignments Editor News Executive Producer

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5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices to the Texas Workforce Commission, a state funded, publicly available broad based general job bank.	3	Operations Manager News Director HR Business Administrator